



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
600 ARMY PENTAGON
WASHINGTON, DC 20310-0600

IMEO

FEB 05 2007

**MEMORANDUM FOR ALL US ARMY INSTALLATION MANAGEMENT COMMAND
PERSONNEL**

SUBJECT: Command Policy #4 – Equal Opportunity (EO)

1. I am personally committed to the Army's EO Program and expect the same from all military personnel within IMCOM, especially commanders, supervisors, and leaders.
2. Discrimination, whether real or perceived, can destroy cohesion, undercut morale and discipline, interfere with mission accomplishment, and have a negative impact on unit readiness. Every individual has the right to work in an environment free of discrimination. Discrimination will not be tolerated within this command. Every member of this command will provide equal opportunity and fair treatment for Soldiers and their family members without regard to race, color, religion, gender and national origin. We will abide by this standard in working, living, and recreational environments, both on and off post, and during both duty and non-duty hours. We can not and will not tolerate any discrimination in this command.
3. Individuals desiring to file discrimination complaints should be encouraged to first use their chain of command to resolve their complaints. Alternative means for resolving complaints are also available including EO Advisors, Chaplains, the Inspectors General, the Staff Judge Advocate, the Provost Marshal, the Criminal Investigation Division, medical agencies, and the Housing Referral Office. Commanders, managers and leaders will ensure that anyone filing a complaint alleging unlawful discrimination will be protected from acts or threats of reprisal and retaliation.
4. All Garrison Commanders and Region Directors will notify this command through the HQ IMEO office NLT 48 hours upon receipt of a formal EO complaint.
5. Our Soldiers and civilian employees are professional. With all they contribute to the command, each member deserves nothing less than equal opportunity and fair treatment.

ROBERT WILSON
Lieutenant General, USA
Commanding